



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

Mrs S Carpinelli

AND

Quay Personnel Limited

Heard at: North Shields

ON: 15 & 16 June 2016

Before Employment Judge Shepherd

MEMBERS: Ms E Jennings
Ms L E Sutton

Appearances

For the Claimant: Ms Denny

For the Respondent: Mr Stokes, the respondent's Managing Director

JUDGMENT

The unanimous judgment of the Tribunal is that:

- 1 The claimant was unfairly dismissed pursuant to section 99 of the Employment Rights Act 1996 as the reason or principal reason related to the claimant's pregnancy, childbirth or maternity.
- 2 The claim of pregnancy and maternity discrimination pursuant to section 18(2) of the Equality Act 2010 is well-founded and succeeds.
- 3 The respondent is ordered to pay to the claimant the following sums:

Compensation in respect of financial loss	£3,529.65
Plus 10% uplift pursuant to section 207A of the Trade Union & Labour Relations (Consolidation) Act 1992	£ 352.96
Injury to feelings	£2,500.00
Plus 10% uplift pursuant to section 207A of the Trade Union & Labour Relations (Consolidation) Act 1992	£ 250.00
Tribunal fees incurred by the claimant	£ 1200.00
TOTAL AMOUNT PAYABLE:	<u>£7,832.61</u>

Employment Judge Shepherd

Date 22 June 2016

**JUDGMENT SENT TO THE PARTIES
ON**

.....22 June 2016.....

FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.